

Violence in the Workplace

Violence in the Workplace is described as any act occurring either on Company premises or during the performance of work-related duties that:

- threatens the safety of an employee, customer or other person.
- affects the health, life, or well-being of an employee, customer or other person.
- results in damages to property of the company, employees, customers, or others.

Violence in the Workplace appears in many forms and types:

Raised Voices - Profanity - Name Calling

Insubordination - Verbal Intimidation - Threats

Harassment - Stalking - Theft - Vandalism

Assaults - Sexual Assaults - Suicides - Arson

Stabbings - Shootings - Robbery - Homicides

Barricaded Suspects - Hostage Situations

Is your office secure? Is your business alarmed? Have access controls, good lighting, safety training? For new hires, do you check references, do background investigations, check educational and criminal records?

Have you been trained in recognizing potentially violent employees? Is there a clear, written policy spelling out the procedures in cases of violence?

Presentations, training and further information are available **FREE** of charge. Call your crime prevention officer to schedule a presentation.

Use The Three Key Principles of CPTED:

- Natural Surveillance
- Access Controls
- Territoriality

**Design Against Crime
Don't Become a Victim**

Visit

www.mesaaz.gov/police

for more details on programs available.



Mesa Police Department

**Is Your Business
Safe and Secure...
or Could It Be
A Target?**



*Did you have crime prevention
in mind when you designed
your business?*

*Crime Prevention Through
Environmental Design*

Have you ever wondered why some properties are victimized and others are not? What makes one property more susceptible to criminal attack than others?



It may be the design of the building, or the landscaping, or the lighting, or the lack of access controls to the property.

C rime Prevention Through Environmental Design, or CPTED (pronounced sep-ted), may hold some of the answers.

CPTED is a proactive approach to crime prevention that believes the proper design and effective use of the built environment *can* lead to a reduction in fear and the incidence of crime as well as an improvement in the quality of life. CPTED offers the opportunity to plan and design safe communities—residential, commercial, industrial and institutional developments, parks, open spaces and road networks before they are built. Additionally, the three key principles of CPTED can also be successfully applied to existing homes, neighborhoods and businesses. This approach is not intended to replace other crime prevention programs such as Neighborhood Watch, but rather to enhance their effectiveness.

Three Key Principles of CPTED

Natural Surveillance

This principle is based on the fact that most criminals do not want to be observed while committing crimes. We need to create environments where there is plenty of opportunity for the normal users of that environment to naturally observe the space around them. Areas both inside and out of homes and businesses can be designed or retrofitted so they are more easily observed by you and others. *The concept is, if you can SEE, then you can be SEEN.*



Access Control

Simply, most criminal intruders will try to find a way to enter an area that is vulnerable, and where they will not be easily observed. By limiting the access to a property by the use of fencing, landscaping or other mechanical means you deny and/or deter access to vulnerable areas while directing your normal users to those access points where they can be easily observed and identified.

Territoriality

It is natural behavior for all of us to take more interest in something we own. Designing an environment which clearly outlines our private space does two important things. First, it creates and gives you the sense of “ownership” over that space. As the owner, you have a vested interest and are more likely to challenge abuse, unwanted acts, or intruders, and report them to the police. Secondly, you identify your “territory” creating an environment where “strangers” or “intruders” stand out and are more easily identified. *Applying these principles to your home or business can reduce the likelihood and the fear of crime occurring.*

Trespass Enforcement Program

This program was designed for the business owners and commercial property owners in the City of Mesa. The main purpose of the program is to aid in the enforcement and prosecution of persons that enter and remain unlawfully on these properties without authorization and the owner is not present to issue a reasonable request or notice to leave the property.

The program consists of a pre-printed letter to the Chief of Police, completed by the owner or property manager. The letter authorizes the Mesa Police Department and its officers to act as their agent in the event of their absence.

Once completed and submitted to MPD, the letter becomes a legal document and is used as evidence if a violator is arrested under the provisions of ARS: Title 13-1502.

The Trespass Enforcement Request can be obtained from the Web at www.mesaaz.gov/police/trespass/default.aspx. The letter remains in effect for a period of one year and can be renewed with the completion of a new letter.

Other Programs and Training Presentations Available

- CPTED Assessments
- Shoplift/Robbery Prevention
- Identity Theft/Fraud
- Personal Safety
- Violence in the Workplace
- Children's Safety